

EXHIBIT A

Exhibit A

Costs		Timelines		Milestones	
# of Analysts	12	Contracts for Praveen and Analysts	1-Nov	Office Set up	9-Jan
# of Associates	13	Analyst Signing Bonus payment	8-Nov	Finalize Coverage Plan	8-Feb
Support Staff	3	Analysts Resign	10-Nov	Launch Coverage of 30 stocks	8-Apr
Total Purchase Price	\$5,000,000	Praveen Signing Bonus payment	11-Nov	Start Analyst marketing	8-Apr
Signing Bonus	\$1,200,000	Praveen Resigns	13-Nov	Start Morning Call	8-Apr
Analysts	\$375,000	Contracts for Associates & Support	17-Nov	Coverage of 30 more stocks	7-Jun
Associates	\$275,000	Associates & Support Signing Bonus	21-Nov	Total Coverage of 100 stocks	6-Aug
Support Staff	\$50,000	Associates Resign	23-Nov		
Praveen	\$500,000	Support Staff Resign	23-Nov		
Year 1 Guarantee Comp	\$3,700,000	TWP Decision on Real Estate	8-Dec		
Analysts	\$1,700,000	Start Date	9-Jan		
Associates	\$1,300,000				
Support Staff	\$200,000				
Praveen	\$500,000				
Praveen Perks	\$100,000				

Thomas Weisel Analyst Meeting Schedule - Oberoi Business Center

Name	Interview Time	Sector Coverage	# yrs Work Ex	Education
Preeti Dubey	10/25 10am	Logistics & Infrastructure	8.0	MS (Finance) - Wisconsin, CFA
Vijay Sarathi	10/25 11am	Telecom & Media	11.0	Ph.D (IIM-A), CFA
Abhiram Eleswarupu	10/25 12pm	IT Services	6.0	BE, MBA(ISB)
Sandeep Mathew	10/25 1pm	Energy & Env Services	4.0	MMS (BITS)
Sameer Naringrekar	10/25 2pm	Telecom Equipment	11.0	BE, MBA (ISB)
Joseph George	10/25 3pm	Consumer - Retail	4.0	CA (Rank), CFA
Lakshmi Ganti	10/26 10am	Capital Goods & Machinery	9.0	B.E, MBA (IIM-C)
Amit Shah	10/26 11am	Oil & Gas	4.0	MS (Finance) -North Carolina
Vishal Sharma	10/26 12pm	Healthcare Services	7.0	MBA (Missouri), CFA, CA
Girish Nair	10/26 1pm	Electronic Supply Chain	5.0	BE, MBA(TAPMI)

Purchase Price	\$5,000,000	
Analysts Year 1 Guarantee	\$1,730,000	(Base - 865k, Bonus 865k)
Associates Year 1 Guarantee	\$1,300,000	(Base 650k, Bonus 650k)
Support Staff Year 1	\$139,635	(Base - 90k, Bonus 50k)
Total Year 1 Comp Guarantee	\$3,169,635	
Signing Bonus	\$676,922	(Incl. TWP Bonus)
Praveen Chakravarty	\$1,153,443	
Year 1 Guarantee Comp	\$500,000	(Base 200k, Bonus - 300k)
Housing & Other Perks	\$100,000	
Signing Bonus	\$553,443	(Incl. unvested equity of 60k shares @\$13)

Analysts	10	Associates	13
Avg Work Ex	7.0	Avg Work Ex	4.0
% with MBA	85%	% with MBA	100%
% with CFA	35%	% with CFA	14%

Name		Current Base	07 Bonus	Total '07 Comp (\$)	Expected '08 TWP Base	Proposed Base	Guaranteed Bonus	Total	Signing Bonus	Sector Coverage	# yrs Work Ex	Education
Vijay Sarathi	10/25 11am					\$115,000	\$115,000	\$230,000	\$44,275	Telecom & Media	11.0	Ph.D (IIM-A), CFA
Sameer Naringrekar	10/25 2pm					\$100,000	\$100,000	\$200,000	\$44,275	Telecom Equipment	11.0	BE, MBA (ISB)
Lakshmi Ganti	10/26 10am					\$100,000	\$100,000	\$200,000	\$46,200	Capital Goods & Machinery	9.0	B.E, MBA (IIM-C)
Preeti Dubey	10/25 10am					\$100,000	\$100,000	\$200,000	\$46,200	Logistics & Infrastructure	8.0	MS (Finance) - Wisconsin, CFA
Vishal Sharma	10/26 12pm					\$100,000	\$100,000	\$200,000	\$46,200	Healthcare Services	7.0	MBA (Missouri), CFA, CA
Abhiram Eleswarupu	10/25 12pm					\$70,000	\$70,000	\$140,000	\$26,031	IT Services	6.0	BE, MBA (ISB)
Girish Nair	10/26 1pm					\$70,000	\$70,000	\$140,000	\$34,125	Electronic Supply Chain	5.0	BE, MBA (TAPMI)
Sandeep Mathew	10/25 1pm					\$70,000	\$70,000	\$140,000	\$31,850	Energy & Env Services	4.5	MMS (BITS)
Joseph George	10/25 3pm					\$70,000	\$70,000	\$140,000	\$33,841	Consumer - Retail	4.0	CA (Rank), CFA
Amit Shah	10/26 11am					\$70,000	\$70,000	\$140,000	\$31,500	Oil & Gas	4.0	MS (Finance) -North Carolina
						\$865,000	\$865,000	\$1,730,000	\$384,497		7.0	
								10 analysts				
Ribhu Kumar						\$50,000	\$50,000	\$100,000	\$23,625		7.0	MBA (IIM-C)
Amit Dabas						\$50,000	\$50,000	\$100,000	\$24,500		6.0	B.Tech(IIT-D), MBA(IIM-B)
Vivek Rattan						\$50,000	\$50,000	\$100,000	\$21,000		6.0	MBA (Baylor Univ)
Parees P						\$50,000	\$50,000	\$100,000	\$18,375		6.0	MBA(TAPMI)
Abhishek B						\$50,000	\$50,000	\$100,000	\$22,750		4.0	B.Tech(IIT-D), MBA(IIM-I)
Samir Diwan						\$50,000	\$50,000	\$100,000	\$24,500		3.0	MS (Finance) - Brandeis Univ
Krishna P						\$50,000	\$50,000	\$100,000	\$24,500		3.0	B.Tech (BITS), MBA (NITIE)
Avinash S						\$50,000	\$50,000	\$100,000	\$15,750		3.0	B.E, MBA (MDI)
Sriram S						\$50,000	\$50,000	\$100,000	\$19,250		3.0	CA, CFA, MBA (ISB)
Manish G						\$50,000	\$50,000	\$100,000	\$20,125		3.0	MBA (IIM-L)
Charanjit S						\$50,000	\$50,000	\$100,000	\$20,125		3.0	CFA Level 2, MBA (IIT-M)
Karan Gupta						\$50,000	\$50,000	\$100,000	\$21,000		3.0	MBA (AIM, Manila)
Shashank						\$50,000	\$50,000	\$100,000	\$17,500		2.0	MBA(XLRI)
						\$650,000	\$650,000	\$1,300,000	\$273,000		4.0	
								13 associates				
Total Research Comp								\$3,030,000	\$657,497			
HR/Prod Mgmt	10/26 2pm					\$27,300	\$19,110	\$46,410	\$12,250			
IT						\$47,850	\$23,925	\$71,775	\$5,075			
Admin Assistant						\$14,300	\$7,150	\$21,450	\$2,100			
Total Support Comp						\$89,450	\$50,185	\$139,635	\$19,425			
Praveen Chakravarty						\$200,000	\$300,000	\$500,000				
Housing						\$60,000		\$60,000				
Restricted Stock -								\$400,000				

REDACTED